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Part III—Section 1(b)

**Service Rules including Adhoc Rules, Regulations, etc.,
issued by Secretariat Departments.**

NOTIFICATIONS BY GOVERNMENT

SCHOOL EDUCATION DEPARTMENT

SPECIAL RULES FOR THE TAMIL NADU ELEMENTARY EDUCATION SUBORDINATE SERVICE.

[G.O. Ms. No. 12, School Education (EE1(1)), 30th January 2020,
தை 16, விகாரி, திருவள்ளூர் ஆண்டு-2051.]

No. SRO B-2(a-1)/2020.

In exercise of the powers conferred by the proviso to Article 309 of the Constitution of India, and of all other powers hereunto enabling and in supersession of the Special Rules for the Tamil Nadu Elementary Educational Subordinate Service, contained in Section 48A in volume III of the Tamil Nadu Services Manual, 2016 so far as they relate to the posts now coming under the School Education Department and included in the present rules, the Governor of Tamil Nadu hereby re-issue the following Special Rules for the Tamil Nadu Elementary Educational Subordinate Service (Section 48A in Volume-III of the Tamil Nadu Services Manual, 2016)

2. The rules hereby made shall come into force from the date of publication in the *Tamil Nadu Government Gazette*.

SECTION 48 A - TAMIL NADU ELEMENTARY EDUCATIONAL SUBORDINATE SERVICE

1. Constitution .- The Service shall consist of the following classes and categories, namely :-

Class (1)	Category (2)
I.	1. Block Educational Officer 2. Headmaster / Headmistress of Middle Schools.
II.	1. Graduate Teacher (Tamil) 2. Graduate Teacher (Other than Tamil) 3. Graduate Teacher (Subjects)
III.	1. Headmaster / Headmistress of Primary Schools 2. Secondary Grade Teacher
IV	Physical Education Teacher
V	Pre-Vocational Instructor (Full time)

2. Appointment.- Appointment to the various classes and categories shall be made, as follows:-

Class (1)	Category (2)	Method of Appointment (3)
I	1. Block Educational Officer	(i) By direct recruitment through Teachers Recruitment Board; (ii) By promotion from category 2 of class I of the service: Provided that fifty percent of the substantive vacancies shall be filled by direct recruitment.
	2. Headmaster / Headmistress of Middle Schools	(i) By promotion from class II and category 1 of class III of the service in combined seniority. (ii) If no qualified and suitable candidate is available for appointment by the method specified in item (i) above, the vacancy shall be filled by direct recruitment.
II	1. Graduate Teacher (Tamil)	(i) By promotion from eligible person in category 1 of class III of the service. If no eligible person is available for promotion in category 1 of class III of the service, the vacancy shall be filled up by promotion from eligible person in category 2 of class III . (or) (ii) By transfer of qualified personnel from any other unit. (or) (iii) If no qualified and suitable candidate is available for appointment by any of the methods specified in item (i) and (ii) above, then by direct recruitment.
	2. Graduate Teacher (other than Tamil)	(i) By promotion from eligible person in category 1 of class III of the service. If no eligible person is available for promotion from category 1 of class III of the service, the vacancy shall be filled up by promotion from eligible person in category 2 of class III . (or) (ii) By transfer of qualified personnel from any other unit. (or) (iii) If no qualified and suitable candidate is available for appointment by any of the methods specified in item (i) and (ii) above, then by direct recruitment.

3. Graduate Teacher (Subjects) (i) By promotion from eligible person in category 1 of class III of the service. If no eligible person is available for promotion from category 1 of class III of the service, the vacancy shall be filled by promotion from eligible person in category 2 of class III .

(or)

- (ii) By transfer of qualified personnel from any other unit.

(or)

- (iii) If no qualified and suitable candidate is available for appointment by any of the methods specified in item (i) and (ii) above, then by direct recruitment.

III	1. Headmaster/ Headmistress of Primary Schools	By promotion from category 2 of class III
	2. Secondary Grade Teacher.	By direct recruitment;
IV	Physical Education Teacher	By direct recruitment
V	Pre-Vocational Instructor	By direct recruitment

3. Appointing Authority.- The Chief Educational Officer shall be the appointing authority for the post of Block Educational Officer.

The District Educational Officer of the concerned Educational District shall be the appointing authority for all the remaining classes and categories specified in these rules.

4. Reservation of Appointment.- Section 27 of the Tamil Nadu Government Servants (Conditions of Service) Act, 2016 (Tamil Nadu Act 14 of 2016) shall apply separately to appointments to the service by direct recruitment within the jurisdiction of each of the appointing authorities in each of the categories.

5. Appointments in Institutions for minority Languages.- A vacancy in the post of Headmaster / Headmistress in a middle or primary school, especially provided for linguistic minority shall be filled up by transfer of any member of the same grade who is in possession of the respective language qualification and who may be employed at the time of the vacancy in an institution not specially provided for linguistic minority. When such transfer is not possible, a member who is in possession of the respective language qualification may be appointed by any method admissible under rule 2 above, but he shall not acquire by reason only of such appointment any right in the matter of seniority or full membership in such grade or transfer to a vacancy in such grade in an institution or establishment, not specially provided for linguistic establishment, not specially provided for linguistic minority or promotion, to a higher grade or category.

6. Qualifications.- (a) Age,- Notwithstanding anything contained in sub-section (8) of section 20 of the Tamil Nadu Government Servants (Conditions of Services) Act, 2016, no person shall be eligible for appointment by direct recruitment to any of the categories specified in these rules, if he has completed 40 years of age, on the first July of the year in which the vacancy is notified:

Provided that for direct recruitment to any of the categories specified in these rules, the age limit prescribed in the sub-rule (a) above shall be increased by five years in respect of candidates belonging to Backward Classes, Backward Class Muslims, Most Backward Classes or Denotified Communities, Schedule Castes, Schedule Tribes and destitute widows of all castes:

(b) Other Qualifications,- (i) No person shall be eligible for appointment to the service in the post specified in column (2) of Annexure, unless he possesses the minimum qualifications specified in the corresponding entry in column (4) thereof.

(ii) No Person whose mother tongue is other than Tamil or who has not acquired knowledge of Tamil Language in his High School Course shall be eligible for appointment to any category in this rules.

(iii) No person in the category of Graduate Teacher (other than Tamil) namely Telugu, Urdu, Malayalam and Kannada shall be eligible for appointment to the post of Headmaster / Headmistress in the Middle Schools imparting instruction in Tamil. If the medium of instructions in the school is other than Tamil, i.e., Telugu, Urdu, Malayalam and Kannada, Graduate Teacher (other than Tamil) qualified in that Languages may be appointed as Headmaster in that particular School.

(c) Tests,- (i) Every person appointed to the category – I of class I by direct recruitment shall pass the following Tests within the period of his probation.

- (1) Tamil Nadu Government Office Manual Test
- (2) The Account Test for Subordinate Officers – Part I
- (3) Tamil Nadu School Education Department Administrative - Paper I
- (4) Tamil Nadu School Education Department Administrative - Paper II

(ii) No person shall be eligible for appointment to the post of Block Educational Officer by promotion from category 2 of class I unless he has passed the Tests prescribed above.

7. Probation.- (a) Every person appointed to any category by direct recruitment shall from the date on which he joins duty be on probation in such category for a total period of two years on duty within a continuous period of three years.

(b) Every probationer when transferred from one category or class to another category or class carrying the same scale of pay in the service shall be entitled to count towards his probation in that category the period of service in that category or class to which he is so transferred and if he is an approved probationer in the category or class from which he is transferred he shall be treated as an approved probationer in the category or class to which he is so transferred.

(c) The District Educational Officer of the Educational District concerned is the authority competent to issue orders declaring the satisfactory completion of probation in respect of the members of all the service except the service mentioned in category 1 of class I.

(d) The Chief Educational Officer of the Revenue District concerned is the authority competent to issue orders declaring the satisfactory completion of probation in respect of the members of service mentioned in category 1 of class I.

8. Preparation of annual list of approved candidates.- For the purpose of drawing up of the annual list of approved candidates for appointment to that post in the service by promotion, the crucial date on which the candidates should be qualified shall be the 1st January of every year.

9. Unit for appointment, discharge or re-appointment.- (a) For the purpose of appointment as full member, reappointment or discharge in category 1 of class I, State shall be a unit. In respect of all other categories in the service, Panchayat Union shall be a unit.

(b) In respect of Kanyakumari District, the Revenue district shall be the unit.

(c) Each Municipality shall be a separate unit for Municipal school teachers who were appointed on or after 01.06.1986.

10. Transfer and Postings.- (a) Transfer and Postings of all classes in the service within the Revenue District shall be made by the Chief Educational Officer concerned. Inter-Revenue District Transfer and Posting of all officers in the service shall be made by the Joint Director concerned.

(b) Transfer and postings of all classes in the service within an Educational District shall be made by the District Educational Officer concerned.

(c) Notwithstanding anything contained in sub-rules (a) and (b), the Director of Elementary Education shall be competent to transfer any officer in the service within or outside Revenue District on administrative grounds.

11. Savings.- Nothing contained in the rules shall adversely affect any person holding any of the posts referred in these rules on the date of publication of these rules.

PRADEEP YADAV,
Principal Secretary to Government.

ANNEXURE

<u>Class</u>	<u>Name of Category</u>	(Referred to in Rule 6 (b) (i)) <u>Method of Appointment</u>	<u>Qualification</u>
(1)	(2)	(3)	(4)
I	1. Block Educational Officer	By promotion and direct recruitment	<p>A degree of any University recognized by University Grant Commission or its equivalent and B.Ed. Degree in any University recognized by University Grant Commission or its equivalent:</p> <p>Provided that a degree should be from any one of the subjects such as Tamil, English, Mathematics, Physics, Chemistry, Botany, Zoology, Biology, Geography and History.</p>
	2. Headmaster / Headmistress of Middle Schools	By Promotion	<p>1. A degree of any University or a Degree of Equivalent Standard and B.Ed., Degree of any University.</p> <p>or</p> <p>2. (a) A degree in Tamil of any University;</p> <p>or</p> <p>(b) Minimum General Educational Qualifications as defined in Schedule III under section 20 (1) of the Tamil Nadu Government Servants (Conditions of Service) Act, 2016 (Tamil Nadu Act 14 of 2016) and title of Oriental Learning conferred by any University in the language;</p> <p>and</p> <p>(c) B.Ed. degree of any University or a Trained Teachers Certificate of the Secondary Grade or a Senior Basic Grade Trained Teachers Certificate on successful completion of the Pandit Training Course or Diploma in Teaching awarded by any University.</p>
		By Direct Recruitment	<p>1. A degree of any University or a Degree of Equivalent Standard and B.Ed., Degree of any University;</p> <p>or</p> <p>2. (a) A degree in Tamil of any University;</p> <p>or</p> <p>(b) Minimum General Educational Qualifications as defined in Schedule III under section 20 (1) of the Tamil Nadu Government Servants (Conditions of Service) Act, 2016 (Tamil Nadu Act 14 of 2016) and title of Oriental Learning conferred by any University in the language.</p>

			and
			c) B.Ed. degree of any University or a Trained Teachers Certificate of the Secondary Grade or a Senior Basic Grade Trained Teachers Certificate or successful completion of the Pandit Training Course or Diploma in Teaching awarded by any University.
			and
			(d) Pass in Teacher Eligibility Test.
II	1. Graduate Teacher (Tamil)	By Promotion or by transfer or by direct recruitment	(a) Graduation and 2-year Diploma in Elementary Education (by whatever name known)
			or
			Graduation with at least 50% marks and Bachelor in Education (B.Ed.)
			or
			Graduation with at least 45% marks and Bachelor in Education (B.Ed), in accordance with the National Council for Teacher Education (Recognition Norms and procedure) Regulations issued from time to time in this regard.
			or
			Higher Secondary (or its equivalent) with at least 50% marks and 4-Year Bachelor in Elementary Education (B.El.Ed.)
			or
			Higher Secondary (or its equivalent) with atleast 50% marks and 4-year B.A./B.Sc.Ed. or B.A.Ed./ B.Sc.Ed.
			or
			Graduation with atleast 50% marks and B.Ed. (Special Education)
			and
			(b) Pass in Teacher Eligibility Test (TET) for direct recruitment:
			Provided that a person with B.Ed (Special Education) qualification shall undergo, after appointment, an National Council for Teacher Education recognized 6-month special programme in Elementary Education.

2. Graduate Teacher (other than Tamil)	By Promotion or by transfer or by direct recruitment	<p>(a) Graduation and 2-year Diploma in Elementary Education (by whatever name known);</p> <p>or</p> <p>Graduation with atleast 50% marks and Bachelor in Education (B.Ed.);</p> <p>or</p> <p>Graduation with atleast 45% marks and Bachelor in Education (B.Ed), in accordance with the National Council for Teacher Education (Recognition Norms and procedure) Regulations issued from time to time in this regard;</p> <p>or</p> <p>Higher Secondary (or its equivalent) with atleast 50% marks and 4-Year Bachelor in Elementary Education (B.El.Ed.);</p> <p>or</p> <p>Higher Secondary (or its equivalent) with atleast 50% marks and 4-year B.A./B.Sc.Ed. or B.A.Ed./ B.Sc.Ed.;</p> <p>or</p> <p>Graduation with atleast 50% marks and B.Ed. (Special Education);</p> <p>and</p> <p>(b) Pass in Teacher Eligibility Test (TET) for direct recruitment:</p> <p>Provided that a person with B.Ed (special Education) qualification shall undergo, after appointment, an National Council for Teacher Education recognized 6-month special programme in Elementary Education.</p>
3. Graduate Teacher (Subjects)	By Promotion or by transfer or by direct recruitment	<p>(a) Graduation and 2-year Diploma in Elementary Education (by whatever name known);</p> <p>or</p> <p>Graduation with atleast 50% marks and Bachelor in Education (B.Ed.);</p> <p>or</p> <p>Graduation with atleast 45% marks and Bachelor in Education (B.Ed), in accordance with the National Council for Teacher Education (Recognition Norms and procedure) Regulations issued from time to time in this regard;</p> <p>or</p> <p>Higher Secondary (or its equivalent) with atleast 50% marks and 4-Year Bachelor in Elementary Education (B.El.Ed.);</p>

or

Higher Secondary (or its equivalent) with at least 50% marks and 4-year B.A./B.Sc.Ed. or B.A.Ed./ B.Sc.Ed.;

or

Graduation with at least 50% marks and B.Ed. (Special Education);
and

(b) Pass in Teacher Eligibility Test (TET) for direct recruitment:

Provided that a person with B.Ed (Special Education) qualification shall undergo, after appointment an National Council for Teacher Education recognized 6-month special programme in Elementary Education.

III 1. Headmaster / Headmistress of Primary Schools By Promotion

(a) Higher Secondary (or its equivalent) with at least 50% marks and 2-year Diploma in Elementary Education (by whatever name known);

or

Higher Secondary (or its equivalent) with at least 45% marks and 2-year Diploma in Elementary Education (by whatever name known), in accordance with the National Council for Teacher Education (Recognition Norms and Procedure), Regulations, 2002;

or

Higher Secondary (or its equivalent) with at least 50% marks and 4-year Bachelor of Elementary Education (B.El.Ed.);

or

Higher Secondary (or its equivalent) with at least 50% marks and 2-year Diploma in Education (Special Education);

or

Graduation and two year Diploma in Elementary Education (by whatever name known);

or

Graduation with at least 50% marks and Bachelor of Education (B.Ed).

2. Secondary Grade Teacher. By Direct Recruitment

(a) Higher Secondary (or its equivalent) with at least 50% marks and 2-year Diploma in Elementary Education (by whatever name known);

or

Higher Secondary (or its equivalent) with atleast 45% marks and 2-year Diploma in Elementary Education (by whatever name known), in accordance with the National Council for Teacher Education (Recognition Norms and Procedure) Regulations, 2002;

or

Higher Secondary (or its equivalent) with atleast 50% marks and 4-year Bachelor of Elementary Education (B.El.Ed.);

or

Higher Secondary (or its equivalent) with atleast 50% marks and 2-year Diploma in Education (Special Education);

or

Graduation and two year Diploma in Elementary Education (by whatever name known);

or

Graduation with atleast 50% marks and Bachelor of Education (B.Ed);

and

(b) Pass in the Teacher Eligibility Test (TET):

Provided that a person with D.Ed (Special Education) qualification shall undergo, after appointment an National Council for Teacher Education recognized 6-month special programme in Elementary Education:

Provided further that person who has acquired the qualification of Bachelor of Education from any National Council for Teacher Education recognized institution shall be considered for appointment as a teacher in classes I to V provided the person so appointed as a teacher shall mandatorily undergo a six month Bridge Course in Elementary Education recognized by National Council for Teacher Education, within two years of such appointment.

IV	Physical Education Teacher	By Direct recruitment	<p>(a) Higher Secondary (class XII or its equivalent) with atleast 50% marks from recognized board; or</p> <p>Candidates who have passed the Higher Secondary examination (+2) or its equivalent and have participated in sports/games atleast school/ college/district level in accordance with the National Council for Teacher Education (Recognition Norms and Procedure) Regulation, 2007 notified on 10.12.2007); or</p> <p>Higher Secondary (Class XII or its equivalent) with atleast 45% marks from recognized board (in accordance with the National Council for Teacher Education (Form of application for recognition, the time limit of submission of application, determination of norms and standards for recognition of teacher education programmes and permission to start new course or training) Regulations, 2002 notified on 13.11.2002; and</p> <p>(b) Certificate/ Diploma in Physical Education of duration not less than two years (or its equivalent) from any National council for Teacher Education recognized institution.</p>
V	Pre-Vocational Instructor (Full time)	By direct recruitment	<p>Pass in III Form or E.S.L.C. and diploma in the Subject and Technical Teacher's Certificate.</p>

PRADEEP YADAV,
Principal Secretary to Government.

SPECIAL RULES FOR THE TAMIL NADU SCHOOL EDUCATIONAL SUBORDINATE SERVICE

[G.O. (Ms) No.13 School Education [S.E.3(1)], 30th January 2020, *தை 16, விகாரி, திருவள்ளூர் ஆண்டு, 2051*]

No. SRO B-2(a-2)/2020.

In exercise of the powers conferred by the proviso to Article 309 of the Constitution of India and in supersession of the Special Rules for the Tamil Nadu School Educational Subordinate Service, the Governor of Tamil Nadu hereby re-issue the following Special Rules for the Tamil Nadu School Educational Subordinate Service as Section 48 in Volume-III of the Tamil Nadu Services Manual, 2016:-

2. The rules hereby made shall come into force from the date of publication of these rules in the *Tamil Nadu Government Gazette*.

SECTION 48 – THE TAMIL NADU SCHOOL EDUCATIONAL SUBORDINATE SERVICE.

1. Constitution.- The Service shall consist of the following classes and categories, namely:-

Class	Category
(1)	(2)
I	1. Deputy Inspector of School
	2. Graduate Teacher [Subjects]
II	Graduate Teacher [Tamil]
III	Graduate Teacher [English]
IV	Graduate Teacher [Languages other than Tamil and English]
V	Secondary Grade Teacher
VI	1. Craft Instructor
	2. Art Master
	3. Music Teacher
VII	1. Physical Director
	2. Physical Education Teacher

2. Appointment.- (a) Appointment to the several classes and categories of the service shall be made as follows:-

Class and Category (1)	Method of Appointment (2)
Class I	
Category 1 Deputy Inspector of School	by Transfer from category 2 of class I or classes II, III, IV in the service
Category 2 Graduate Teacher (Subjects)	(i) by Direct recruitment; or
	(ii) by Promotion from any other post; or
	(iii) (a) Recruitment by transfer from the post of Superintendent in School Education Department in the Tamil Nadu Ministerial Service;
	(b) If no candidate is available for appointment by the method (a) above, recruitment by transfer from the posts of Assistants in School Education Department in the Tamil Nadu Ministerial Service;
	(c) If no candidate is available for appointment by the methods (a) and (b) above, recruitment by transfer from the posts of Junior Assistant in School Education Department in the Tamil Nadu Ministerial Service;
	(iv) If no candidate is available for appointment by the methods (i) (ii) and (iii) above, recruitment by transfer from any other service:

Provided that the appointments (i) by direct recruitment (ii) by promotion from any other post (iii) by recruitment by transfer shall be made in the ratio of 50% : 48% : 2%:

Provided further that out of fifty percent vacancies earmarked for direct recruitment ten percent shall be earmarked for appointment from among Secondary Grade Teachers and other teachers with Secondary Grade level of pay, viz., Craft Instructors, Art Masters, Music Teachers and Physical Education Teachers; also the Pre-Vocational Instructor (Full time) in Tamil Nadu Elementary Educational Subordinate Service working in Government Higher Secondary Schools, Government High Schools, recognized Higher Secondary Schools, High Schools, Middle Schools and Elementary Schools under the Local Bodies (Corporation or Municipal or Panchayat Union) and all Aided Managements:

Provided also that if the said ten percent of vacancies could not be filled as above shall be filled up from candidates in open market.

Class II Graduate Teacher (Tamil)

(i) by Direct recruitment; or

(ii) by Promotion from any other post; or

(iii) (a) Recruitment by transfer from the post of Superintendent in School Education Department in the Tamil Nadu Ministerial Service;

(b) If no candidate is available for appointment by the method (a) above, recruitment by transfer from the posts of Assistants in School Education Department in the Tamil Nadu Ministerial Service;

(c) If no candidate is available for appointment by the methods (a) and (b) above, recruitment by transfer from the posts of Junior Assistant in School Education Department in the Tamil Nadu Ministerial Service;

(iv) If no candidate is available for appointment by the methods (i), (ii) and (iii) above Recruitment by transfer from any other service:

Provided that the appointments (i) by direct recruitment (ii) by promotion from any other post (iii) by recruitment by transfer shall be made in the ratio of 33⅓% : 64⅔% : 2%:

Provided further that out of 33⅓% vacancies earmarked for direct recruitment, ten percent shall be earmarked for appointment from among the Secondary Grade Teacher and other Teachers with Secondary Grade- level of pay, viz., Craft Instructors, Art Masters, Music Teachers and Physical Education Teachers; also the Pre-Vocational Instructor (Full time) in Tamil Nadu Elementary Educational Subordinate Service working in Government Higher Secondary Schools, Government High Schools, recognised Higher Secondary Schools, High Schools, Middle Schools and Elementary Schools under the local bodies (Corporation or Municipal or Panchayat Union) and all Aided Managements:

Provided also that if the said ten percent vacancies could not be filled as above, they shall be filled up from candidates in open market.

Class III	Graduate Teacher (English)	<p>(i) by Direct recruitment; or</p> <p>(ii) by Promotion from any other post; or</p> <p>(iii) (a) Recruitment by transfer from the post of Superintendent in School Education Department in the Tamil Nadu Ministerial Service;</p> <p>(b) If no candidate is available for appointment by the method (a) above, recruitment by transfer from the posts of Assistants in School Education Department in the Tamil Nadu Ministerial Service;</p> <p>(c) If no candidate is available for appointment by the methods (a) and (b) above, recruitment by transfer from the posts of Junior Assistant in School Education Department in the Tamil Nadu Ministerial Service;</p> <p>(iv) If no qualified and suitable candidate is available for appointment by the methods (i) (ii) and (iii) above, recruitment by transfer from any other service:</p> <p>Provided that the appointments (i) by direct recruitment (ii) by promotion from any other post (iii) by recruitment by transfer shall be made in the ratio of 50% : 48 % : 2 %:</p> <p>Provided further that out of fifty percent of vacancies earmarked for direct recruitment ten percent shall be earmarked for appointment from among Secondary Grade Teachers and other teachers with Secondary Grade level of pay, viz., Craft Instructors, Art Masters, Music Teachers and Physical Education Teachers; also the Pre-Vocational Instructor (Full time) in Tamil Nadu Elementary Educational Subordinate Service working in Government Higher Secondary Schools, Government High Schools, recognized Higher Secondary Schools, High Schools, Middle Schools and Elementary Schools under the Local Bodies (Corporation or Municipal or Panchayat Union) and all Aided Managements:</p> <p>Provided also that if the said ten percent of vacancies could not be filled as above shall be filled up from candidates in open market.</p>
Class IV	Graduate Teacher (Languages other than Tamil and English)	<p>(i) by Direct recruitment; or</p> <p>(ii) by Promotion from any other post; or</p> <p>(iii) by Transfer from any class or category in the service on an identical scale of pay:</p> <p>Provided that the appointments (i) by direct recruitment (ii) by promotion from any other post (iii) by transfer shall be made in the ratio of 33⅓ % : 64⅔% : 2%.</p>
Class V	Secondary Grade Teacher	<p>(i) Direct recruitment; or</p> <p>(ii) Transfer from any post in the service; or</p> <p>(iii) Recruitment by transfer from any other service</p>

Class VI Category 1	Craft Instructor	(i) Direct recruitment; or (ii) Transfer from any post in the service; or (iii) Recruitment by transfer from any other service.
Category 2	Art Master	(i) Direct recruitment ; or (ii) Transfer from any post in the service; or (iii) Recruitment by transfer from the posts in School Education Department in Tamil Nadu Ministerial Service: Provided that twenty percent of the vacancies in the post of Art Masters shall be filled by transfer of service from the Tamil Nadu Ministerial Service, Tamil Nadu General Subordinate Service and Tamil Nadu Basic Service in the School Education Department under the control of the Director of School Education at the ratio of (2:2:2:3:4:4:3) [i.e. Watchman - 2%, Office Assistant - 2%, Record Clerk - 2%, Lab Assistant – 3% Junior Assistant – 4%, Assistant – 4%, Librarian – 3%]; or (iv) Recruitment by transfer from any other service.
Category 3	Music Teacher	(i) Direct recruitment ; or (ii) Transfer from any post in the service ; or (iii) Recruitment by transfer from any other service.
Class VII Category 1	Physical Director	(i) Promotion from among the Physical Education Teachers; or (ii) Recruitment by transfer from any other service; or (iii) If no candidate is available for appointment by method (i) and (ii) above, by direct recruitment.
Category 2	Physical Education Teacher	(i) Direct recruitment; or (ii) Transfer from any post in the service ; or (iii) Recruitment by transfer from any other service.

(b) Notwithstanding anything contained in sub-clause (r) in section 3 of the Tamil Nadu Government Servants (Conditions of Service) Act, 2016, members of the services shall also be eligible to be recruited direct to any category in the service, appointments to which is made by direct recruitment.

3. Appointing Authority. - The appointing authority for all classes shall be the Chief Educational Officer.

4. Reservation of appointments.-

The Principle of reservation of appointment [section 27 of the Tamil Nadu Government Servants (Conditions of Service) Act, 2016,] shall apply separately to selection for appointment to the service by direct recruitment within the jurisdiction of each of the appointing authorities in each of the categories.

5. Qualification as to age.- (a) Notwithstanding anything contained in sub-section (8) of section 20 of the Tamil Nadu Government Servants (Conditions of Service) Act, 2016, no person shall be eligible for appointment by direct recruitment to any of the class / categories specified in the rules, if he has completed 40 years of age, on the first day of July of the year in which the vacancy is notified:

Provided that for direct recruitment for any of the class / categories specified in these rules, the age limit prescribed in the sub rule (a) above shall be increased by five years ie., 45 years in respect of candidates belonging to Scheduled Castes, Scheduled Tribes, Backward Classes Muslims, Backward Classes, Most Backward Classes and De-notified Communities and Destitute Widows of all castes.

6. Other qualifications.- (a) No person shall be eligible for appointment to the posts unless he possesses the qualifications specified in the Annexure-I.

Provided that for the categories of Craft Instructors, Art Masters, Music Teachers the qualifications prescribed in the Annexure -II shall apply:

Provided further that the certificates mentioned below wherever prescribed as qualifications, shall mean the certificates issued under the authority of the State Government.

Diploma in Teacher Education

Technical Teachers Certificate.

(b) (i) No person who has not studied Tamil in his degree course shall be eligible for appointment to the posts of Graduate Teacher in the Tamil Language group in Category 2 of Class I and Class III:

Provided that for purpose of appointment by promotion to the posts of Graduate Teacher in Category 2 of Class I and Class III against the vacancies in the Tamil Language group, the departmental candidates who have studied in Tamil Medium in SSLC course and who are handling Tamil Medium Classes as Secondary Grade Teacher shall be considered. Such candidates shall, however, pass the Advanced Language Test in Tamil within the period of their probation in the case of probationers and within the period of two years for others. Failure to pass the Advanced Language Test within that period shall entail extension of probation or stoppage of increment, as the case may be.

(ii) The Graduate Teacher (Languages other than Tamil and English) who relinquish their right of promotion to Administrative posts are exempted from passing the Language Test.

(c) No person who has not studied the respective language in his degree course shall be eligible for appointment to the language groups (ie.) Telugu, Urdu, Malayalam etc., for which appointment is made in Class IV.

(d) If, in the opinion of the appointing authority a candidate or candidates with an adequate knowledge of a particular language or languages other than Tamil is or are necessary for holding a specified post or posts in any class or category, it may declare that such post or posts specified in the declaration is or are reserved for candidate with such knowledge. When such a declaration has been made the required number of qualified candidates who possess such knowledge shall be selected in preference to those who do not possess it notwithstanding anything contained in these rules but without prejudice to the principle of reservation of appointments to any such post shall be filled only by a member of the service or an approved candidate who possesses such knowledge.

7. Probation.- (a) Every person who has been appointed by direct recruitment or by recruitment by transfer to any category shall from the date on which he joins duty be on probation in such category for a total period of two years on duty within a continuous period of three years:

Provided that no fresh probation is necessary in respect of a person who has been appointed by direct recruitment or transfer, if he has already completed probation in any one of the categories of the service.

(b) Probationer in any category in the service deputed to the N.C.C. in regular commissioned officer to the N.C.C. units shall be entitled to count towards his probation in the category concerned the period of duty performed by him in the N.C.C. units to the extent he would have actually held the post in the category concerned but for such deputation.

8. Tests.- No person shall be eligible for appointment to the post of Deputy Inspector of Schools unless he has passed the following tests:-

- (i) Tamil Nadu School Education Department Administrative Test -- Paper I (Higher Secondary / Secondary / Teacher Training and Special Schools)
- (ii) Tamil Nadu School Education Department Administrative Test -- Paper-II (Elementary / Middle and Special Schools)
- (iii) Account Test for Subordinate Officer Part -- I

9. Seniority.- The seniority of teachers transferred to one unit from other units or from other departments shall be reckoned with reference to the date of joining to the category in which he was transferred subject to the following condition.

An approved probationer in the post appointed in the other units or department will be placed below the approved probationers in identical category in that unit or department.

10. Unit for discharge, reappointment and appointment as full member.- For the purpose of discharge and reappointment and appointment of full members every post or group of posts in any class or category for which qualification in a particular subject or language is prescribed shall be deemed to be a separate category.

11. Transfers and Postings.- (a) (i) Transfers and postings of the personnel in all classes of the service within the revenue districts shall be made by the Chief Educational Officer of the concerned revenue districts.

(ii) Transfers and postings of the personnel in all classes of the service within the educational districts shall be made by the District Educational Officer of the concerned educational districts.

(b) Inter-Revenue District Transfer and postings of all Officers in the service shall be made by the Joint Director of School Education (Personnel).

12. Preparation of annual list of approved candidates.- For the purpose of drawing up of the annual list of approved candidates for appointment to the posts in the service by recruitment by transfer or promotion the crucial date on which the candidates should be qualified shall be the 1st January of every year. The Joint Director (Personnel) is the Panel drawing authority for the Classes I, II, III, IV and Category I of Class VII.

13. Savings.- Nothing contained in these rules shall adversely affect any person holding any of the post on the date of publication of these rules.

PRADEEP YADAV,
Principal Secretary to Government.

ANNEXURE – I
(Referred to in rule 6)

<i>Name of the Class</i>	<i>Name of the Category</i>	<i>Method of appointment</i>	<i>Qualifications</i>
(1)	(2)	(3)	(4)
I	1. Deputy Inspector of School	Transfer from Category 2 of Class I and Classes II, III, IV in the service	Qualifications prescribed for the respective Classes of the post ; and Pass in Tests mentioned in rule 8.
I	2. Graduate Teacher (Subjects)	Direct Recruitment Promotion and recruitment by transfer	(i) Graduation and 2-year Diploma in Elementary Education (by whatever name known); or (ii) Graduation with at least 50% marks and Bachelor in Education (B.Ed.) ; or (iii) Graduation with at least 45% marks and Bachelor in Education (B.Ed.) in accordance with the National Council for Teacher Education (Recognition Norms and Procedure) Regulations issued from time to time in this regard; or (iv) Higher Secondary (or its equivalent) with at least 50% marks and 4-year Bachelor in Elementary Education (B.El.Ed.) ; or (v) Higher Secondary (or its equivalent) with at least 50% marks and 4-year B.A. / B.Sc.Ed., or B.A.Ed./B.Sc.Ed.;or (vi) Graduation with at least 50% marks and B.Ed., (Special Education); and must have obtained a degree or its equivalent with such subjects or languages in respect of which recruitment is made; and Pass in Teacher Eligibility Test (TET) for direct recruitment: Provided that the candidates possessing the educational qualifications prescribed in (i), (iv) and (vi) above shall be eligible for appointment as Graduate Teacher (Subjects) to Classes VI to VIII: Provided further that a person with B.Ed. (Special Education) qualification shall undergo after appointment an National Council for Teacher Education recognized 6-month Special Programme in Elementary Education.

- | | | | |
|----|--------------------------|--|--|
| II | Graduate Teacher (Tamil) | Direct Recruitment Promotion and recruitment by transfer | <ul style="list-style-type: none"> (i) Graduation and 2-year Diploma in Elementary Education (by whatever name known); or (ii) Graduation with at least 50% marks and Bachelor in Education (B.Ed.); or (iii) Graduation with at least 45% marks and Bachelor in Education (B.Ed.) in accordance with the National Council for Teacher Education (Recognition Norms and Procedure) Regulations issued from time to time in this regard; or (iv) Higher Secondary (or its equivalent) with at least 50% marks and 4-year Bachelor in Elementary Education (B.El.Ed.); or (v) Higher Secondary (or its equivalent) with at least 50% marks and 4-year B.A. / B.Sc.Ed., or B.A.Ed. / B.Sc.Ed.; or (vi) Graduation with at least 50% marks and B.Ed., (Special Education); |
|----|--------------------------|--|--|

and

must have obtained a degree or its equivalent with such subjects or languages in respect of which recruitment is made;

and

Pass in Teacher Eligibility Test (TET) for direct recruitment:

Provided that the candidates possessing the educational qualifications prescribed in (i), (iv) and (vi) above shall be eligible for appointment as Graduate Teacher (Tamil) to Classes VI to VIII:

Provided further that a person with B.Ed. (Special Education) qualification shall undergo after appointment an National Council for Teacher Education recognized 6-month Special Programme in Elementary Education.

- | | | | |
|-----|----------------------------|--|--|
| III | Graduate Teacher (English) | Direct Recruitment Promotion and recruitment by transfer | <ul style="list-style-type: none"> (i) Graduation and 2-year Diploma in Elementary Education (by whatever name known); or (ii) Graduation with at least 50% marks and Bachelor in Education (B.Ed.); or (iii) Graduation with at least 45% marks and Bachelor in Education (B.Ed.) in accordance with the National Council for Teacher Education (Recognition Norms and Procedure) Regulations issued from time to time in this regard; or (iv) Higher Secondary (or its equivalent) with at least 50% marks and 4-year Bachelor in Elementary Education (B.El.Ed.); or (v) Higher Secondary (or its equivalent) with at least 50% marks and 4-year B.A. / B.Sc.Ed., or B.A.Ed. / B.Sc.Ed.; or (vi) Graduation with at least 50% marks and B.Ed., (Special Education); |
|-----|----------------------------|--|--|

and

must have obtained a degree or its equivalent with such subjects or languages in respect of which recruitment is made;

and

Pass in Teacher Eligibility Test (TET) for direct recruitment:

Provided that the candidates possessing the educational qualifications prescribed in (i), (iv) and (vi) above shall be eligible for appointment as Graduate Teacher (English) to Classes VI to VIII:

Provided further that a person with B.Ed. (Special Education) qualification shall undergo after appointment an National Council for Teacher Education recognized 6-month Special Programme in Elementary Education.

Class IV	Graduate Teacher (Languages other than Tamil and English)	Direct Recruitment Promotion and recruitment by transfer	<p>(i) Graduation and 2-year Diploma in Elementary Education (by whatever name known); or</p> <p>(ii) Graduation with at least 50% marks and Bachelor in Education (B.Ed.) ; or</p> <p>(iii) Graduation with at least 45% marks and Bachelor in Education (B.Ed.) in accordance with the National Council for Teacher Education (Recognition Norms and Procedure) Regulations issued from time to time in this regard; or</p> <p>(iv) Higher Secondary (or its equivalent) with at least 50% marks and 4-year Bachelor in Elementary Education (B.El.Ed.); or</p> <p>(v) Higher Secondary (or its equivalent) with at least 50% marks and 4-year B.A. / B.Sc.Ed., or B.A.Ed./B.Sc.Ed; or</p> <p>(vi) Graduation with at least 50% marks and B.Ed., (Special Education) ;</p> <p style="text-align: center;">and</p> <p>must have obtained a degree or its equivalent with such subjects or languages in respect of which recruitment is made;</p> <p style="text-align: center;">and</p> <p>Pass in Teacher Eligibility Test (TET) for direct recruitment:</p> <p>Provided that the candidates possessing the educational qualifications prescribed in (i), (iv) and (vi) above shall be eligible for appointment as Graduate Teacher (Languages other than Tamil and English) to Classes VI to VIII:</p> <p>Provided further that a person with B.Ed. (Special Education) qualification shall undergo after appointment an National Council for Teacher Education recognized 6-month Special Programme in Elementary Education.</p>
Class V	Secondary Grade Teacher	Direct recruitment and Recruitment by Transfer	<p>Higher Secondary (or its equivalent) with at least 50% marks and 2-year Diploma in Elementary Education (by whatever name known) ;</p> <p style="text-align: center;">or</p> <p>Higher Secondary (or its equivalent) with at least 45% marks and 2-year Diploma in Elementary Education (by whatever name known), in accordance with the National Council for Teacher Education (Recognition Norms and Procedure), Regulations, 2002;</p> <p style="text-align: center;">or</p> <p>Higher Secondary (or its equivalent) with at least 50% marks and 4-year Bachelor of Elementary Education (B.El.Ed.) ;</p> <p style="text-align: center;">or</p> <p>Higher Secondary (or its equivalent) with at least 50% marks and 2-year Diploma in Education (Special Education) ;</p> <p style="text-align: center;">or</p> <p>Graduation and 2-year Diploma in Elementary Education (by whatever name known) ;</p> <p style="text-align: center;">or</p> <p>Graduation with atleast 50% of marks and Bachelor of Education (B.Ed.) ;</p> <p style="text-align: center;">and</p> <p>Pass in Teacher Eligibility Test (TET) for direct recruitment:</p> <p>Provided that a person with D.Ed (Special Education) qualification shall undergo, after appointment an National Council for Teacher Education recognized 6-month Special Programmes in Elementary Education:</p> <p>Provided further that person who has acquired the qualification of Bachelor of Education from any National Council for Teacher Education recognized institution shall be considered for appointment as a teacher in Classes I to V provided the person so appointed as a teacher shall mandatorily undergo a six month Bridge Course in Elementary Education recognized by National Council for Teacher Education, within two years of such appointment.</p>

PRADEEP YADAV,
Principal Secretary to Government.

ANNEXURE-II
(Referred to in rule 6)

<i>Name of the Category</i>	<i>Method of appointment</i>	<i>Qualifications</i>
(1)	(2)	(3)
Craft Instructor (Wood work)	Direct Recruitment, Transfer and Recruitment by Transfer	<p>1. General Qualification.-</p> <p>Minimum general educational qualification as defined in Schedule III to the Tamil Nadu Government Servants (Conditions of Service) Act, 2016;</p> <p align="center">and</p> <p>2. Technical Qualification.-</p> <p>Industrial School Certificate or Certificate Course in Elementary wood working (old regulations) issued by the College of Arts and Crafts, Madras / Diploma course in wood work issued by the College of Arts and Crafts (New regulations) Madras; and</p> <p>Technical Teachers Certificate / Craft Instructors course Certificate of College of Education, Saidapet; and</p> <p>National Trade Certificates in the Trade of Carpentry one year course (with one year paid untrained) Teaching experience for one year (paid) work experience on a standard wood work factory or Institutions; and</p> <p>National Apprentice Certificate issued by the National Council for Training in Vocational Trades (wood work)</p>
Craft Instructor (Sewing)	Direct recruitment, Transfer and recruitment by transfer.	<p>1. General Qualification.-</p> <p>A Pass in +2 under 10+2 pattern;</p> <p align="center">and</p> <p>2. Technical Qualification.-</p> <p>A Certificate in Needle work and dress making (Higher Grade) and Embroidery (Higher Grade) / a Diploma in Costume Designing and Dress makings issued by the Board of Technical Education and Training, Chennai / Industrial School Certificate; and Technical Teacher's Certificate:</p> <p>Provided that the educational qualification 10+2 prescribed shall not apply to the candidates passed SSLC prior to 2005 and successfully undergone the Technical Teachers Certificate examination conducted by the Director of Government Examinations, Tamil Nadu.</p>
Craft Instructor (Tailoring)	Direct Recruitment, Transfer and Recruitment by Transfer	A Certificate in Tailoring (Higher Grade) with a Technical Teachers Certificate.
Craft Instructor (Agriculture)	Direct Recruitment, Transfer and Recruitment by Transfer	Minimum general educational qualification as defined in schedule III to the Tamil Nadu Government Servants (Conditions of Service) Act, 2016 with Government Technical Examination Certificate (Lower Grade) / Minimum general educational qualification as defined in schedule III to the Tamil Nadu Government Servants (Conditions of Service) Act, 2016; with thirty five percent in Agriculture (Theory and Practical separately) under the Diversified Course / A Certificate issued to candidates who underwent the two years certificate course in Agricultural Science, Gandhigram or by the Ramakrishna Vidyalaya Perianaickanpalayam; and Technical Teachers Certificate.

Art Master

Direct recruitment,
Transfer and Recruitment
by Transfer.

1. General Qualification.-

A Pass in +2 under 10+2 pattern

and

2. Technical Qualification.-

Degree with Drawing and Painting of a recognised University in the State approved by UGC or its equivalent or Diploma in Painting or Diploma in Drawing of Annamalai University or A Diploma in Paintings or Commercial Arts or Modelling of the Government College of Arts and Crafts or Government Technical Examinations (Higher Grade) in Free Hand Outline and Model Drawing or Government Diploma in Drawing or a Certificate issued by the Tamil Nadu Institute of Architecture and Sculpture, Mamallapuram; and Technical Teachers Certificate;

or

A Diploma in Fine Arts, awarded by the Director of Technical Education or a Degree in Fine Arts awarded by the Madras University or the Bharathiyar University or any other equivalent Diploma / Degree in Fine Arts issued by other Universities and boards recognised by University Grants Commission:

Provided that the educational qualification 10+2 prescribed shall not apply to the candidates passed SSLC prior to 2005 and successfully undergone the Technical Teachers Certificate examination conducted by the Director of Government Examinations, Tamilnadu.

Music Teacher

Direct recruitment,
Transfer and Recruitment
by Transfer.

1. General Qualification.-

A Pass in +2 under 10+2 pattern;

and

2. Technical Qualification.-

Degree with Music of a recognised University approved by UGC in the State or its equivalent / Sangeetha Bhushana of Annamalai University / Sangeetha Vidwan title in Music awarded by the Director of Government Examinations, Tamil Nadu / Sangeetha Siromani of the Madras University / Diploma in Music of the Madras University or Madurai Kamaraj University/ Government Technical Examination Certificate (Higher Grade) in Music with forty percent in Music (Theory and Practical separately) under the diversified course; and Technical Teachers Certificate ;

or

Diploma in Music Teaching awarded by the Director of Government Examinations;

or

Teachers Certificate in Indian Music issued by the Director of Government Examinations;

Provided that the educational qualification 10+2 prescribed shall not apply to the candidates passed SSLC prior to 2005 and successfully undergone the Technical Teachers Certificate Examination conducted by the Director of Government Examinations.

Physical Director	Promotion Recruitment by Transfer and Direct recruitment.	Bachelor's degree with Physical Education as an elective subject with 50% marks ;
		or
		Bachelor's degree with Physical Education as an elective subject with 45% marks and participation in National or State or Inter – University competitions in sports or games or athletics recognized by Association of Indian University or Indian Olympic Association ;
		or
		Bachelor's degree with 45% marks and having participated in National or State or Inter-University sports or games or athletics ;
		or
		For deputed in-service candidates (i.e. trained Physical Education Teachers / Coaches) - Graduation with 45% marks and at least 3 years of teaching experience as per National Council for Teacher Education (Recognition Norms & Procedure) Regulation, 2009 ;
		or
		Graduate in Physical Education with 40% marks ;
		or
		Graduate with Physical Education as an elective subject with 40% marks ;
		or
		Graduate who participated school, Inter-Collegiate in sports / games or passed NCC 'C' Certificate in accordance with the National Council for Teacher Education (Recognition Norms and Procedure) Regulations, 2007 notified on 10.12.2007;
		or
		Graduate in Physical Education i.e. B.P.Ed. Course (or its equivalent) of 3 years duration ;
		or
		Graduate having represented State / University in sports / games / athletics ;
		or
		Graduate who has secured 1 st , 2 nd or 3 rd position in Inter – Collegiate sports / games tournaments / possessing NCC 'C' Certificate or passed basic course in Adventure Sports;
		or
		Graduate with one year training programme in Sports Science, Sports Management, Sports Coaching, Yoga, Olympic Education, Sports Journalism etc. in accordance with the National Council for Teacher Education (Form of application for recognition, the time limit of submission of application, determination of norms and standards for recognition of teacher education programmes and permission to start new course or training) Regulations, 2002 notified on 13.11.2002 ;
		and
		Bachelor of Physical Education (B.P.Ed.) of at least one year duration (or its equivalent) from any National Council for Teacher Education recognized institution.

Physical
Education
Teacher

Direct recruitment,
Transfer and
Recruitment by
Transfer.

Higher Secondary (Class XII or its equivalent) with at least 50% marks from recognized board ;

or

Candidates who have passed the Higher Secondary examination (+2) or its equivalent and have participated in sports / games at least school / college / district level in accordance with the and National Council for Teacher Education (Recognition Norms and Procedure) Regulations, 2007 notified on 10.12.2007) ;

or

Higher Secondary (Class XII or its equivalent) with at least 45% marks from recognized board (in accordance with the National Council for Teacher Education (Form of application for recognition, the time limit of submission of application, determination of norms and standards for recognition of teacher education programmes and permission to start new course or training) Regulations, 2002 notified on 13.11.2002 ;

and

Certificate / Diploma in Physical Education of duration not less than two years (or its equivalent) from National Council for Teacher Education recognized institution.

PRADEEP YADAV,
Principal Secretary to Government.

SPECIAL RULES FOR THE TAMIL NADU HIGHER SECONDARY EDUCATIONAL SERVICE.

[G.O. Ms. No. 14, School Education [SE2(1)], 30th January 2020,
தை 16, விகாரி, திருவள்ளூர் ஆண்டு-2051.]

No. SRO B-2(a-3)/2020.

In exercise of the powers conferred by the proviso to Article 309 of the Constitution of India, and of all other powers hereunto enabling and in supersession of the Special Rules for the Tamil Nadu Higher Secondary Educational Service contained in Section 37 in Volume II of the Tamil Nadu Services Manual, 2016 so far as they relate to the posts now coming under the School Education Department and included in the present rules, the Governor of Tamil Nadu hereby re-issue the following Special Rules for the Tamil Nadu Higher Secondary Educational Service Section 37 in Volume-II of the Tamil Nadu Services Manual 2016.

2. The educational qualifications prescribed in column (3) of the Annexure referred to in rule 7(a) shall be deemed to have come into force on the 12th June, 2019 and the other rules shall come into force on the date of publication of these rules in the Tamil Nadu Government Gazette.

SECTION 37 – THE TAMIL NADU HIGHER SECONDARY EDUCATIONAL SERVICE

1. **Constitution.** - The service shall consist of the following classes and categories namely:-

Class-I

Headmaster and Headmistress in Higher Secondary Schools

Class-II

Category 1 Post Graduate Assistant in Academic subjects.

Category 2 Post Graduate Assistant in Languages

Class-III

Category 1 District Inspector of Physical Education

Category 2 Physical Director and Physical Directress in Higher Secondary Schools

2. **Appointment.**— (a) Appointment to several classes and categories of the service shall be made as follows :-

Class and Category (1)	Method of recruitment (2)
I. Headmaster and Headmistress in Higher Secondary Schools	<p>(i) Recruitment by transfer from the category of Headmaster / Headmistress of Government High Schools in Class-V of the Tamil Nadu School Educational Service;</p> <p>(ii) Promotion from Class-II and Class-III of the service.</p>
II. (1) Post Graduate Assistant in Academic subjects	<p>(i) Direct recruitment; or</p> <p>(ii) (a) Recruitment by transfer from the categories of Deputy Inspector of Schools and Graduate Teacher (Subjects), in Class I of the Tamil Nadu School Educational Subordinate Service.</p> <p>(b) In case of the post of Post Graduate Assistant in Commerce, recruitment by transfer from the category of Vocational instructor, teaching the subject "Commerce" in Higher Secondary Standards.</p>

Explanation:

For the purpose of fixing the inter-se – seniority

In respect of Vocational Instructors, teaching the subject Commerce among the category eligible for appointment to the post of Post Graduate Assistant in Commerce, the date of regular appointment in the cadre, after passing M.Com., B.Ed., degree or the date of passing M.Com., B.Ed., degree while in service whichever is later shall be taken into account for the purpose of inter- se-seniority.

- (iii) (a) Recruitment by transfer from the post of Superintendent in the Tamil Nadu Ministerial Service in School Education Department;
- (b) If no qualified and suitable candidates are available for appointment by the method (a) above, recruitment by transfer from the posts of Assistant/ Steno-Typist in the Tamil Nadu Ministerial Service in School Education Department;
- (c) If no qualified and suitable candidates are available for appointment by the method (a) and (b) above, recruitment by transfer from the posts of Junior Assistant/ Typist in the Tamil Nadu Ministerial Service in School Education Department;

(2) Post Graduate Assistant in Languages

(i) Direct recruitment; or

(ii) Recruitment by transfer from the categories of Deputy Inspector of Schools in Category 1 in Class I, Graduate Teacher (Tamil) in Class II, Graduate Teacher (English) in Class III and Graduate Teacher (languages other than Tamil and English) in class IV of the Tamil Nadu School Educational Subordinate Service;

(iii) (a) Recruitment by transfer from the post of Superintendent in the Tamil Nadu Ministerial Service in School Education Department;

(b) If no qualified and suitable candidates are available for appointment by the method (a) above, recruitment by transfer from the posts of Assistant/ Steno-Typist in the Tamil Nadu Ministerial Service in School Education Department;

(c) If no qualified and suitable candidates are available for appointment by the method (a) and (b) above, recruitment by transfer from the posts of Junior Assistant/ Typist in the Tamil Nadu Ministerial Service in School Education Department;

III (1) **District Inspector of Physical Education**

By transfer from category 2 of Class III

(2) **Physical Director and Physical Directress in Higher Secondary Schools**

(i) Direct recruitment; or

(ii) Recruitment by transfer from category 1 (Physical Director) of class VII of the Tamil Nadu School Educational Subordinate Service

2 (b) (i) Vacancies arising in Class I of the service shall be filled up so as to ensure that the proportion of appointment in the service in the said Class by recruitment by transfer and by promotion from categories of Class II and Class III taken together respectively be in the ratio of 2:7 and the cycle for such appointment shall be as follows:-

By recruitment by transfer from Class V of the Tamil Nadu School Educational Service (<i>Headmaster / Headmistress of Government High Schools</i>)	-	01
By promotion from Class II and Class III	-	01
By promotion from Class II and Class III	-	01
By promotion from Class II and Class III	-	01
By recruitment by transfer from Class V of the Tamil Nadu School Educational Service (<i>Headmaster / Headmistress of Government High Schools</i>)	-	01
By promotion from Class II and Class III	-	01
By promotion from Class II and Class III	-	01
By promotion from Class II and Class III	-	01
By promotion from Class II and Class III	-	01

Provided that if no sufficient number of qualified and suitable candidates are available for appointment by a particular method, such vacancies shall be filled in by the other method prescribed;

Provided further that promotion shall be made from combined seniority list of categories in Class II and Class III.

(ii) Fifty percent of the substantive vacancies in Class II and category 2 of Class III of the service shall be filled or reserved to be filled by direct recruitment; and remaining fifty percent shall be filled or reserved to be filled by recruitment by transfer.

Provided that fifty percent of the substantive vacancies in category 1, 'Post Graduate Assistant in Academic Subjects' under Class-II of the Service shall be filled by direct recruitment and out of this, ten percent shall be filled from among the qualified Secondary Grade Teachers and other Teachers with Secondary Grade scale of pay viz. Craft Instructors, Art Masters, Music Teachers, Physical Education Teachers and Pre-Vocational Instructors (Full time) working in Government Higher Secondary Schools, Government High Schools and Higher Secondary Schools, High Schools, Middle Schools and Elementary Schools under the Local Bodies (Municipal Corporation or Municipality or Panchayat Union); and all recognized Aided Managements.

Provided further that fifty percent of the substantive vacancies in category 2, 'Post Graduate Assistant in Languages,' under Class II of the Service shall be filled by direct recruitment and out of this, ten percent shall be filled from among the qualified Secondary Grade Teachers and other Teachers with Secondary Grade scale of pay viz. Craft Instructors, Art Masters, Music Teachers, Physical Education Teachers and Pre-Vocational Instructors (Full time) working in Government Higher Secondary Schools, Government High Schools and Higher Secondary Schools, High Schools, Middle Schools and Elementary Schools under the Local Bodies (Municipal Corporation or Municipality or Panchayat Union); and all recognized Aided Managements.

Provided also that if sufficient number of suitable Secondary Grade Teachers and other Teachers with Secondary Grade Scale of Pay working in the type of schools specified in the aforesaid provisos are not available for direct recruitment, such vacancies shall be filled up from other candidates available for selection in open market.

Provided also that 2% of the total number of substantive vacancies of all subjects and languages put together in category 1 (Post Graduate Assistant in Academic subjects) and category 2 (Post Graduate Assistant in Languages) under Class II, shall be reserved for appointment by recruitment by transfer from among those staff, who are qualified in the Tamil Nadu Ministerial Service working in the School Education Department (i.e.) "Superintendent, Assistant/Steno-Typist and Junior Assistant/Typist without fixing subject wise reservation.

(c) Promotion, recruitment by transfer and by transfer to all the Classes in the Service shall be made on grounds of merit and ability, seniority being considered only where merit and ability are approximately equal.

3. Appointing authority:- Appointment to the classes and categories of Officers specified in column (1) of the table below shall be made by the authority specified in the corresponding entries in column (2) thereof :-

TABLE

Class and Category (1)	Appointing authority (2)
I. Headmaster and Headmistress in Higher Secondary Schools	- Director of School Education.
II. (1) Post Graduate Assistant in Academic subjects (2) Post Graduate Assistant in Languages	Chief Educational Officer
III. (1) District Inspector of Physical Education (2) Physical Director and Physical Directress in Higher Secondary Schools	

4. Reservation of appointments: The provisions under section 27 of the Tamil Nadu Government Servants (Conditions of Service) Act, 2016 (Act No.14 of 2016) shall apply to appointments by direct recruitment to all the categories in Class II and category 2 of Class III of the service, where the cadre strength is more than one and the appointments to each category being treated as one unit.

Explanation : For the purpose of the rule every academic subject in category 1 in class II, every language in category 2 in class II and the category 2 in class III of the service, shall be treated as separate units.

4A. Unit for purpose of appointment, discharge for want of vacancies, re-appointment and confirmation.—

For the purpose of appointment, discharge for want of vacancies, re-appointment and appointment as a full member, all the persons in class I, every academic subject in the category 1 of class II, every language in category 2 of class II and all categories in class III shall be deemed to be separate units.

5. Appointments in institutions and establishments specially provided for women.— (a) **Section 26 of the Tamil Nadu Government Servants (Conditions of Service) Act, 2016 (Act No.14 of 2016)** shall apply to appointments to the service in institutions and establishments specially provided for women.

(b) A vacancy in a category in an institution or establishment specially provided for women shall be filled by the transfer of any women member of the same category who may be employed, at that time of vacancy, in an institution or establishment not specially provided for women. When such transfer is not possible, a woman may be appointed by any method admissible under sub-rule (a) of rule 2 in this special rules but she will not acquire by reason only of such appointment any right in the matter of seniority or full membership in such category or transfer to a vacancy in such category, in an institution or establishment not specifically provided for women or promotion to a higher category.

(c) A man appointed under the proviso to **section 26 of the Tamil Nadu Government Servants (Conditions of Service) Act, 2016** to a category in a vacancy in an institution or establishment specially provided for women shall not, by reason only of such appointment acquire any right in the matter of seniority or full membership in such category or promotion to a higher category and shall be replaced at the earliest opportunity by a qualified and suitable women.

Explanation:- There is no bar to appointment of women against vacancies in an institution not specially provided for women.

6. Qualification as to age:- Notwithstanding anything contained in sub-section (8) of section 20 of the Tamil Nadu Government Servants (Conditions of Service) Act, 2016, no person shall be eligible for appointment by direct recruitment to any of the categories specified in the rules, if he has completed 40 years of age, on the first day of July of the year in which the vacancy is notified.

Provided that for direct recruitment to any of the categories specified in the rules, the age limit prescribed above shall be increased by five years in respect of candidates belonging to Scheduled Castes, Scheduled Tribes, Backward Class Muslims, Backward Classes, Most Backward Classes and De-notified Communities and destitute widows of all castes.

7. Other qualifications:- (a) (i) No person shall be eligible for appointment to the posts unless he possesses the qualification as prescribed by the National Council for Teacher Education by Regulations from time to time (vide annexure).

(ii) In addition to the qualifications prescribed by the National Council for Teacher Education, the other qualifications, experience for the post, and other conditions shall be followed as prescribed in the Annexure.

(iii) For the purpose of these rules, the persons must have obtained a Post Graduate Degree, after completion of S.S.L.C., Higher Secondary Course or its equivalent and a degree (10+2+3+2) from any University or Institution, recognized by the University Grants Commission.

(iv) The Bachelor's and Master's degrees must have been obtained from an institution recognized by the University Grants Commission and the courses must have been duly permitted by the competent authority authorised on this behalf.

(b) Adequate knowledge of the official language of the State, namely, Tamil: No person shall be eligible for appointment to any post in this Service by direct recruitment unless he possesses an adequate knowledge of Tamil.

8. Probation: (a) Every person appointed to any category by direct recruitment shall, from the date on which he joins duty, be on probation in such category for a total period of two years on duty within a continuous period of three years.

(b) Every person appointed to any category by recruitment by transfer shall, from the date on which he joins duty, be on probation in such category for a total period of one year on duty within a continuous period of two years.

(c) The Joint Director of School Education (Higher Secondary) is competent to issue orders declaring satisfactory completion of probation in respect of the members in Class I of the service and the Chief Educational Officer concerned is competent to issue orders declaring the satisfactory completion of probation in respect of the members in Classes II and III of the Service.

9. Transfer and postings: (i). Inter Revenue District transfer and postings of all Officers in the Service shall be made by the Joint Director of School Education (Higher Secondary).

(ii). Transfer and postings of all Officers in the service shall be made by the Chief Educational Officers within the Revenue District.

(iii). Transfer and postings of all Officers in the Service shall be made by the District Educational Officers within the Educational Districts.

10. Savings: Nothing contained in these rules shall adversely affect any person holding any of the posts on the date of publication of these rules.

11. Preparation of annual list of approved candidates: For the purpose of drawing up of the annual list of approved candidates for appointment to the posts in the service by recruitment by transfer / promotion the crucial date on which the candidate should be qualified shall be the 1st January of every year and panel shall be prepared by the Director of School Education for the Officers in Class I and the Joint Director of School Education (Higher Secondary) for the teachers in Class II and Class III of the Service.

PRADEEP YADAV,
Principal Secretary to Government.

ANNEXURE

[referred to in rule 7 (a)]

Name of the category	Method of recruitment	Qualifications
(1)	(2)	(3)
I. Headmaster and Headmistress in Higher Secondary Schools	(i) Recruitment by transfer from the category of Headmaster and Headmistress in High Schools in Class V of the Tamil Nadu School Educational Service;	1 (a) Post Graduate with at least 50% marks (or its equivalent) from recognized University and Bachelor of Education (B.Ed.) from National Council for Teacher Education recognized institution.
	and (ii) Promotion from Class II and Class III of the service.	or (b) Post Graduate with at least 45% marks (or its equivalent)) from recognized University and Bachelor of Education (B.Ed.) from National Council for Teacher Education recognized institution in accordance with the National Council for Teacher Education (Form of application for recognition, the time limit of submission of application, determination of norms and standards for recognition of teacher education programmes and permission to start new course or training) Regulations, 2002 notified on 13.11.2002 and National Council for Teacher Education (Recognition Norms and Procedure) Regulations, 2007 notified on 10.12.2007 or (c) Post Graduate with at least 50% marks (or its equivalent) from recognized University and B.A.Ed. / B.Sc.Ed., from any National Council for Teacher Education recognized institution.
		2. (a) Experience in the level of Graduate Teacher (Graduate Teacher in Subjects/ Languages) or Headmaster of High Schools or Post Graduate Assistant in Academic Subject/ Languages for a period of not less than ten years in a High School / Higher Secondary School under the control of Director of School Education.

- (b) In case of Recruitment by Promotion from District Inspector of Physical Education and Physical Director and Physical Directress in Higher Secondary Schools, experience for a period of not less than 10 years after acquiring B.Ed. / B.A.Ed. / B.Sc.Ed, qualification.
3. Must have passed the following tests:-
- (a) Account Test for Executive Officers or Account test for Subordinate Officer Part- I;
- (b) (i) Tamil Nadu School Education Department Administrative Test- Paper-I - Higher Secondary / Secondary / Teacher Training and Special Schools;
- (ii) Tamil Nadu School Education Department Administrative Test – Paper- II-Elementary / Middle and Special Schools.
- and
- (c) Tamil Nadu Government Office Manual Test (formerly District Office Manual Test)
- II (1). Post Graduate Assistant in Academic Subjects
- (i) Direct Recruitment; and
- (ii) Recruitment by Transfer.
- 1 (a) Post Graduate with at least 50% marks (or its equivalent) from recognized University and Bachelor of Education (B.Ed.) from National Council for Teacher Education recognized institution.
- or
- (b) Post Graduate with at least 45% marks (or its equivalent) from recognized University and Bachelor of Education (B.Ed.) from National Council for Teacher Education recognized institution in accordance with the National Council for Teacher Education (Form of application for recognition, the time limit of submission of application, determination of norms and standards for recognition of teacher education programmes and permission to start new course or training) Regulations, 2002 notified on 13.11.2002 and National Council for Teacher Education (Recognition Norms and Procedure) Regulations, 2007 notified on 10.12.2007.
- or
- (c) Post Graduate with at least 50% marks (or its equivalent) from recognized University and B.A.Ed. / B.Sc.Ed., from any National Council for Teacher Education recognized institution.
- and
2. Must have obtained a Bachelor's degree and Master's degree in the same subjects or their equivalent in respect of which recruitment is made.

II (2).Post Graduate
Assistant in
Languages

(i) Direct Recruitment;
and
(ii) Recruitment by
Transfer.

1 (a) Post Graduate with at least 50% marks (or its equivalent) from recognized University and Bachelor of Education (B.Ed.) from National Council for Teacher Education recognized institution.

or

(b) Post Graduate with at least 45% marks (or its equivalent) from recognized University and Bachelor of Education (B.Ed.) from National Council for Teacher Education recognized institution in accordance with the National Council for Teacher Education (Form of application for recognition, the time limit of submission of application, determination of norms and standards for recognition of teacher education programmes and permission to start new course or training) Regulations, 2002 notified on 13.11.2002 and National Council for Teacher Education (Recognition Norms and Procedure) Regulations, 2007 notified on 10.12.2007;

or

(c) Post Graduate with at least 50% marks (or its equivalent) from recognized University and B.A.Ed. / B.Sc.Ed., from any National Council for Teacher Education recognized institution.

and

2. Must have obtained a Bachelor's degree and Master's degree in the same languages or their equivalent in respect of which recruitment is made.

III(1). District
Inspector
of Physical
Education

By transfer

1. (a) Bachelor of Physical Education (B.P.Ed.) or Bachelor of Physical Education (BPE) or Bachelor of Science (B.Sc.) in Health and Physical Education and Degree in Sports with at least 55% marks as per National Council for Teacher Education (Recognition Norms and Procedure) Regulations, 2009.

or

(b) At least 50% marks in the B.P.Ed., degree / B.P.Ed. (Integrated) 4 years professional degree in accordance with the National Council for Teacher Education (Recognition Norms and Procedure) Regulations, 2007 notified on 10.12.2007.

or

(c) B.P.Ed. with atleast 55% marks or B.P.E Course (or its equivalent) of 3 years duration with at least 50% marks in accordance with the National Council for Teacher Education (Form of application for recognition, the time limit of submission of application, determination of norms and standards for recognition of teacher education programmes and permission to start new course or training) Regulations, 2002 notified on 13.11.2002.

and

M.P.Ed. of at least 2 years duration from any National Council for Teacher Education recognized institution.

2. Must have passed the following tests:-

(a) Account Test for Executive Officers or Account Test for Subordinate Officers Part- I;

(b) (i) Tamil Nadu School Education Department Administrative Test – Paper-I - Higher Secondary / Secondary / Teacher Training and Special Schools.

(ii) Tamil Nadu School Education Department Administrative Test – Paper-II- Elementary/ Middle and Special Schools.

and

(c) Tamil Nadu Government Office Manual Test. (formerly District Office Manual Test)

III (2). Physical Director and Physical Directress in Higher Secondary School

(i) Direct recruitment and
(ii) Recruitment by Transfer

1.(a) Bachelor of Physical Education (B.P.Ed.) or Bachelor of Physical Education (BPE) or Bachelor of Science (B.Sc.,) in Health and Physical Education and Degree in Sports with at least 55% marks as per National Council for Teacher Education (Recognition Norms and Procedure) Regulations, 2009.

or

(b) At least 50% marks in the B.P.Ed., degree/ B.P.Ed. (Integrated) 4 years professional degree in accordance with the National Council for Teacher Education (Recognition Norms and Procedure) Regulations, 2007 notified on 10.12.2007.

or

(c) B.P.Ed. with atleast 55% marks or B.P.E Course (or its equivalent) of 3 years duration with at least 50% marks in accordance with the National Council for Teacher Education (Form of application for recognition, the time limit of submission of application, determination of norms and standards for recognition of teacher education programmes and permission to start new course or training) Regulations, 2002 notified on 13.11.2002.

and

M.P.Ed. of at least 2 years duration from any National Council for Teacher Education recognized institution.

PRADEEP YADAV,
Principal Secretary to Government.